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OUTLOOK

A WEEKLY NEWSPAPER FOR FACULTY AND STAFF AT THE UNIVERSITY OF MARYLAND AT COLLEGE PARK

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Historian Ira Berlin to Speak at December Commencement

Ira Berlin, the university's award-winning historian and director of the Freedmen and Southern Society project, will deliver the commencement address at the Friday, December 21 all-campus convocation in Tawes Theatre beginning at 9:30 a.m.

Approximately 2,410 College Park students will receive diplomas during winter commencement ceremonies. Some 1,900 bachelors', 350 masters' and 160 doctoral degrees will be awarded.

The new graduates, their families and friends also will hear remarks from Roshanak Ameli-Tehrani, an accounting major from Potomac, Maryland, who is representing the graduating class as the student speaker.

Berlin is one of the five 1990-91 Distinguished Scholar-Teachers. His monumental, multi-volume Freedmen and Southern Society project is devoted to recovering the experience of black emancipation. In progress for more than ten years, an early volume in the series earned the J. Franklin Jameson Prize of the American Historical Association for outstanding achievement in historical editing.

Later this month, Cambridge University Press is scheduled to

issue the third volume in the project. The new volume, *The War Time Genesis of Free Labor: The Lower South*, describes the various ways in which freed slaves were introduced into the free labor work force.

Previous volumes in the series focused on the black military experience during the Civil War and the process of emancipation.

Other speakers at individual graduation ceremonies include the following:

Thursday, December 20 at 7:30 p.m.

Human Ecology—Maryland Congresswoman Connie Morella in Memorial Chapel;

Friday, December 21 at 11:30 a.m.

Agriculture and Life Sciences in

Memorial Chapel;

Behavioral and Social Sciences—Joseph D. Tydings, former Maryland Senator and attorney in Cole Student Activities Building;

Education—two graduating students will speak in the Reckord Armory.

General Studies—Andrew Billingsley, professor and chair, Family and Community Development, in the Colony Ballroom, Stamp Union;

Health and Human Perfor-

mance—a graduate and undergraduate student will speak in Room 2101, PERH building;

Journalism—Reg Murphy, chairman of the Board of *The Baltimore Sun* in Hoff Theatre, and,

Library and Information Services—Murial Sloan, professor and Assistant Vice President for Academic Affairs, in the Zoo-Psych Auditorium, Room 1240.

Friday, December 21 at 1 p.m.

Arts and Humanities—Richard Brecht, professor of Germanic and Slavic Languages and Literature in Tawes Theatre.

Friday, December 21 at 2 p.m.

Business and Management in

Cole Student Activities Building;

Computer, Mathematical and Physical Sciences—James A. Yorke, professor and Director of the Institute for Physical Science and Technology, in Memorial Chapel, and,

Engineering—Sue Kemnitzer, Deputy Director, Engineering Infrastructure Division, National Science Foundation, in Reckord Armory.

Receptions for the new graduates and their families will be held at 11 a.m. and 3 p.m. in Cole Student Activities Building.



Ira Berlin

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Have a Happy Holiday !

Outlook will be back at the beginning of spring semester.

Proposed Pay Plan: Your Chance to Comment

On Nov. 21, each staff member received a summary of the proposed new staff pay program. This is a pay concept proposed by the consultants, Mercer Inc., to the University of Maryland System after reviewing the employees PIQs submitted over the summer.

It is now the campus' and staff's turn to comment on the proposal. These comments will influence the way staff is compensated at the university for the next generation.

The basics of the proposal are as follows: Staff will be divided into two categories: Exempt and Non-exempt. Exempt employees do not earn overtime pay for hours worked in excess of 40 per week. The exempt category has two groups, the Officer Group and the Professional and Administrative Staff (P&A) Group. The Non-exempt category has two groups, the Clerical and Technical Staff (C&T) Group and the Maintenance and Service Staff (M&S) Group.

The accompanying diagram shows the proposed division of staff and proposed criteria for pay.

Pay would initially be determin-

ed by point factor rating of each job and the market value (local or national) assigned to it. The consultants favor phasing out COLA for groups 1, 2, and 3 after four years and using that money to enlarge the merit pool. This merit pool would be awarded to individuals based on a new annual performance evaluation. This evaluation would be the basis for all salary increases.

In order for a pay system based on merit to work, a new performance evaluation program would need to be developed for all affected employee groups, and it would have to be consistently and fairly implemented over all positions.

The consultants also propose merit increase guidelines that would provide less of a percentage increase for higher paid positions than for lower. The result is that, over time, the salaries of the lowest paid staff would be enhanced. The consultants also recommend special one-time salary awards for P&A and C&T staff on a campus-wide

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Brown University VP for Computing to Speak

Brian L. Hawkins, vice president for computing and information services and special assistant to the president for academic planning at Brown University, will speak at the Thursday, Dec. 6 Computer Science Center 1990 Fall Lecture Series. The lecture begins at 1:30 p.m. in Room 2205 LeFrak. Hawkins is council chair and a member of the Board of Trustees of EDUCOM and serves on advisory boards of several computer companies. He is a management professor by training and has authored several books and many articles in the area of organizational behavior. The lecture is free and open to the public. For more info call Gail Miller at 405-2950.

Editor Roberts Joins College of Journalism



Eugene L. Roberts

A gala farewell party in October for Philadelphia *Inquirer* Executive Editor Eugene L. Roberts, Jr. has begun the countdown toward his new position as full-time tenured journalism professor at the University of Maryland at College Park. Roberts, who led the *Inquirer* newsroom to 17 Pulitzer Prizes during his 18 years there, will join the College of Journalism faculty here next September.

More than 1,000 friends, admirers and current and former *Inquirer* staff members gathered Oct. 20 at Philadelphia's Benjamin Franklin Hotel for the seven-hour Roberts sendoff. Frog signs—"Vive Le Frog!" and "The Frog Leapt Here"—were everywhere, reflecting a nickname given Roberts years ago by a magazine writer ("he looks like a frog just off the Okefenokee Swamp in 'Pogo'"). The College of Journalism prepared a Maryland sweat shirt for Roberts, with customized lettering on the back: "The smart money's on the Terp." The wording was based on

the large billboard that once appeared in front of the *Inquirer's* chief competitor, the Philadelphia Bulletin ("the smart money is riding on The Frog"). The arch-rival Bulletin closed in 1982.

Roberts, 58, has been a member of the College of Journalism's Board of Visitors since it was established in 1983. He chairs the national advisory board of the Knight Center for Specialized Journalism, a professional training program that operates out of the College, and is chairman of the Pulitzer Prize Board for awards in journalism, arts and letters.

When he joins the College of Journalism in the Fall 1991 semester, Roberts will teach courses (two each semester) in reporting, editing, ethics and the practice of journalism. He will assist with the College's Public Affairs Reporting program, which includes student news bureaus in Annapolis and Washington (Capital News Service). He will also serve in an advisory capacity as senior editor of *Washington*

Journalism Review, the national media magazine published by the College, and will advise students on major journalism projects, including graduate theses.

"Gene Roberts will bring a special dimension of journalism education to the College," says Journalism Dean Reese Cleghorn. "Our students will have the opportunity to learn and excel under one of America's most honored and respected newspaper editors."

Roberts is a journalism graduate of the University of North Carolina at Chapel Hill and was a Nieman Fellow at Harvard University in 1961-62. In a distinguished newspaper reporting and editing career, he was city editor of the *Detroit Free Press* and southern correspondent, Vietnam war correspondent and national editor of *The New York Times* before joining the *Inquirer* in 1972. Under his guidance, the *Inquirer* was transformed into a leading example of aggressive investigative and enterprise reporting and editorial excellence.

Frank Quine

Comments Invited on Proposed Pay Plan

STATUS	JOB GROUP DESIGNATION	PAY BASED ON:
E X E M P T	1. Officer Group Presidents Vice Presidents Ass't Vice President Anyone with "president" in their title	1. Whole job ranking National peer market Merit increases only
	2. Professional and Administrative Associate Staff Unclassified Staff Exempt Classified Staff	2. Point factor ranking National/regional market Merit/COLA for 4 years Merit only after 4 years
N O N E X E M P T	3. Clerical and Technical Other Classified Staff	3. Point factor ranking Geographic pay market Steps/COLA to mid-point Merit/COLA for 4 years Merit only after 4 years
	4. Maintenance and Service Skilled Trade Unskilled Trade and Related Staff	4. Point factor ranking Geographic pay market Step system/COLA Possible bonus payments

continued from page 1

basis. The M&S staff would be eligible to receive bonuses for outstanding work.

It is important to note that the faculty will continue to receive

both COLA and merit increases and that they are not limited by salary range in how much of a merit increase they receive.

Other items of interest regarding the proposed pay program are: eliminating the titles of Associate and Classified Staff and merging of personnel regardless of education, current job category, academic or administrative focus. The Officer group is not tied to the same salary schedule as all others since they use a whole job rating system rather than a point count rating system. Those with "Dean" in their titles (Assistant Dean or even Assistant to the Dean) have been considered faculty and are not included in the study.

WHAT TO DO NEXT. The Vice Presidents for Administrative Affairs from the various UMS campuses will be deciding to accept or modify the current proposal. At College Park, Charles Sturtz will be accepting input from the Campus

Senate and the Personnel Advisory Committee. If you have comments or suggestions about the proposed pay plan, you should address them to Dale Anderson, Director of Personnel, Lee Building. Please copy any correspondence to the Campus Senate, Reckord Armory, so that your representatives will know what your opinion is. Although they have not been directly involved in the process, academic departments should let the vice president know how this will affect their operations.

A. Lawrence Lauer
Campus Senate Staff
Affairs Committee

Helms Receives Classroom Climate Award

A new campus-wide award for teaching was a highlight of the 1990 Multicultural Community Days on Nov. 14-15, and Janet Helms, associate professor of psychology, was its first recipient.

Designed to recognize excellence in teaching, the promotion of a positive classroom climate for all students, and efforts to increase cross-cultural understanding, the new award will be presented each year as part of future campus multicultural observances.

Helms was selected to receive the first award because of the way in which she has incorporated into her counseling psychology courses a broad spectrum of challenging readings about the influence of culture, for her work as a mentor of

graduate and honor students on racial and female identity, and for her efforts to create a departmental curriculum that increases sensitivity to cultural diversity.

Sponsored by the Office of Human Relations, this year's Multicultural Community Days for the first time included efforts to involve faculty in using multicultural materials in their classrooms. The two-day event also included the viewing of videos, small group discussions, culture-specific panel presentations, and workshops. The seven panel presentations averaged about 50 attendees each, with the best attended, the panel on the Native American Community, attracting an audience of over 75.

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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Letters to the editor, story suggestions, campus information & calendar items are welcome. Please submit all material at least three weeks before the Monday of publication. Send it to Roz Hiebert, Editor Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4621. Electronic mail address is outlook@pres.umd.edu. Fax number is (301) 314-9344.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Reutt-Robey Wins \$500,000 Packard Fellowship

Janice E. Reutt-Robey, assistant professor of chemistry, has been selected by the Board of Directors of the David and Lucille Packard Foundation as the recipient of a 1990 Fellowship in Science and Engineering. The fellowship provides \$100,000 per year for five years to support Reutt-Robey's research in surface chemistry. She is the first College Park faculty member ever to win this prestigious award and is one of 20 Fellows named by the Packard Foundation this year. Reutt-Robey earned her Ph.D. degree from the University of California at Berkeley and did post-doctoral work in surface physics at AT&T's Bell Laboratories. She has been on the Maryland faculty for three years.



Janice E. Reutt-Robey

NEWS

Chancellor Calls for Changes of Attitudes, Cuts in Staff

On Nov. 15 in his first address to the Campus Senate, Donald N. Langenberg, chancellor of the University of Maryland System, said that new state budget realities call for significant changes in attitudes on the part of university administrators and faculty.

"Cost-plus budgeting is over," said the new chancellor, who took office in July. "We must now achieve excellence by substitution, not expansion."

Noting the wide-spread growth of university staffs in the recent past, Langenberg cited many reasons for this growth. Complying with new federal and state regulations requires staff, using consensus management requires staff, professional advising for students requires staff, complex computer support systems require staff, and increased faculty research requires staff, he said.

But, Langenberg suggested, with the down-turn in the state's economy, now is the time to check this growth of the administrative lattice. The System Administration has now cut its staff in half, he pointed out.

The chancellor suggested that universities in the system can also cut back staff by simplifying procedures, having faculty do more advising, and making collective investments in targeted programs, possibly across institutions.

Langenberg noted that some of College Park's aspirational peers, such as the University of Michigan at Ann Arbor, are also redesigning themselves.

Jacob Goldhaber (Grad. School) and Ira Block (Text. Cons. Econ.) asked whether the University of Maryland Baltimore County should become a technical school or a small, liberal arts college.

Langenberg said that the business community in Baltimore wants a technical school, and that he had recently offered the idea that UMBC could position itself as another MIT or Cal Tech type of institution.

Gerald Miller (Chem.), responding to the chancellor's statement that universities must simplify procedures, asked how compliance with regulations can be simplified when many of them are state-mandated. Langenberg said the university should work to persuade the state to change some of its regulations.

Responding to a question about potential cuts in staff, Langenberg said that while it may sound hard-hearted, the purpose of the university was to provide education, research and service to the state, and not to create jobs.

Marvin Breslow (Hist.) asked if there were redundant campuses in the Maryland system. Langenberg said no, that except for College

Park, which is deliberately reducing admissions, and University College, which was slightly down in enrollment last year, enrollment is up on all campuses. He also noted that each campus is so different from the others that the system would lose its diversity if any campuses were combined.

In other action, the senate approved the creation of a new General Committee on Governmental Affairs to serve as an advisory body to the university president concerning campus needs requiring legislation, and to keep the senate informed about state legislative issues of importance to the campus. This amendment to the by-laws was presented by Earlean McCarrick (Govt. and Pol.).

Andrew Wolvin (Speech Comm.) presented the schedule of hearings planned for Nov. 26, 27, and 28 about non-senate campus governance (Recommendations 12 through 33 in the *Report of the Ad-Hoc Committee on Faculty Governance*).

The senate also received as an information item the final report on the Plus/Minus Grading System.

Senate chair Bruce Fretz (Psych.) announced that Libraries director Joanne Harrar will speak at the next senate meeting, Dec. 6, about the temporary closing and move of materials in McKeldin Library.

Linda Freeman

Cooperative Program in Social Sciences with Moscow University Planned

When the winds of *Glasnost* blew across the Soviet Union, many old practices disappeared and new opportunities opened up. Some changes were dramatic, others quieter, but no less far-reaching. In the latter category are teaching and research in the social sciences, where, according to Vladimir Dobrenkov, a Soviet sociologist and vice rector of Moscow University, there has been a great revolution, with the old, dogmatic style totally thrown out.

Dobrenkov was in College Park recently to meet with Murray Polakoff, dean of the College of Behavioral and Social Sciences, and to plan the first stages of a new co-

operative program between the University of Maryland at College Park and Moscow University. Because of this unprecedented opportunity to assist in the restructuring of the social sciences at his institution, Dobrenkov is seeking interaction with College Park in several areas: student, researcher and teacher exchanges, curriculum consultation, and the establishing of a jointly-sponsored center in Moscow for the study of contemporary problems in Soviet society.

Dobrenkov and Polakoff hope to find funding for the center outside of state funds and will seek support from corporations and foundations as well as from U.S. firms that do business in the U.S.S.R.

If all goes well, small-scale faculty exchanges could begin next spring, and the first few Moscow University students could be on the College Park campus by the fall of 1991, studying concrete social science problems in Maryland-offered courses about the U.S.S.R.

Dobrenkov is not worried about a language barrier. Most Soviet university students have a fairly good command of English, and College Park exchange students would be given an intensive course in Russian. "But," says Dobrenkov with a smile, "Students seem to manage communicating very well with each other without really knowing the language."



Vladimir Dobrenkov (left) and Murray Polakoff

IBM Awards Computer Lab to Education College

The IBM Corporation has awarded the College of Education a 15 station networked computer laboratory with an extensive library of IBM education software.

Software packages include material on biology, chemistry, English, earth sciences, mathematics, physics, and reading at various grade levels as well as administrative/management programs.

"The purpose of the laboratory is to provide professors in professional education programs an opportunity to learn about the use of computers as tools for teaching and learning and subsequently to share their knowledge with students," says Denis Sullivan of the Department of Industrial, Technological and Occupational Education and the grant's author.

The facility also will be available

for individual and collaborative research, according to Sullivan.

"The network system allows users to access simultaneously either the same or different pieces of software and provides the ability to select groups of software for particular disciplines," says Sullivan.

The laboratory is located in the J. M. Patterson Building.

Cray Research, in conjunction with the Computer Science Center, will present a series of two-hour demonstrations of Network Supercomputing in the 90s showcasing distributed software applications, high-speed networks, graphics workstations, personal computers and supercomputers. The demonstrations will take place in the Computer Science Center, Room 4352, Thursday, Dec. 13 beginning at 9 a.m., noon, and 2 p.m. and Friday, Dec. 14 at 9 a.m. and noon. For info, call 405-2950



Toby Linden,
administrative chair,
Student Honor Council

Student Honor Council Chair Discusses New Code

On September 4, 1990, the university adopted a new "Code of Academic Integrity" and by doing so joined a small number of the nation's most outstanding colleges and universities that have some form of an honor system. The Code is administered by an all-student Honors Council.

The following is a recent interview with Toby Linden, administrative chair of the Student Honor Council by senior journalism major Toni Guagenti.

Q. Who should know about the new Code?

A. We want to reach every member of the university community. We will be working with faculty members and teaching assistants. Academic integrity is important to them and they need to instill that sense of importance in the students they teach.

We will also be communicating directly with students, attending large lecture classes and explaining to students what the new Code is about, why cheating is detrimental both to the individual student and to that student's fellow classmates and to the university as a whole. Any faculty member who would like a member of the Council to give a short presentation in their class should contact the Council.

Q. What was wrong with the old system?

A. The old system was perceived to be unfair by both faculty and students. It was a decentralized system. Each college had its own process, and sanctions were not consistent between colleges. Hence, an ambiguous and confusing message was sent to students about the seriousness of cheating.

The new system is centralized. There is just one process for everybody regardless of the college in which the act was attempted or committed. The seriousness of academic dishonesty will be evident to all.

Q. What happens when someone reports an apparent case of academic dishonesty?

A. When a case is reported, the first step is an initial investigation by three members of the Council. They determine whether there is reasonable cause to believe an act of dishonesty has been committed. If they determine that it has, then an Honor Board is appointed which consists of three students and two faculty members. If the accused student is a graduate student, then two of those students on the Board will be graduate students also. The Board finds a student responsible if there is clear and convincing evidence that an act of academic dishonesty has taken place. It should be noted that at no point will a faculty member serve as a prosecutor.

Q. Is it likely that more students will be suspended and expelled under the new Code?

A. Probably less as there is a greater range of sanctions available. The normal sanction under our system is the "XF" grade which means failure due to academic dishonesty. However, sanctions up to and including expulsion are still possible.

We see the "XF" grade as a big deterrent. This is not just an "F;" a student has to do something quite positive to change the "XF" into an "F." The student will have to take a non-credit seminar conducted by the Judicial Programs Office, a year has to have elapsed without the student having been found responsible for another act of academic dishonesty, and the student has to petition the Honor Council. The Council has the discretion, within guidelines provided by the Code, to change the "XF" to an "F."

Q. At the Honor Board, is it recommended that students be represented by lawyers?

A. Students can have an advisor, who may be a lawyer. It should be emphasized that the role of advisors will be quite limited. Even if a student is assisted by a lawyer, that student will be expected to take full part in the hearings, answering questions directly, asking questions, and so on. Also, the advisor cannot cross-examine anyone, including faculty members.

Q. Is our system an Honor Code?

A. Our system has some of the features of traditional honor codes. For example, the Student Honor Council has been given considerable authority and autonomy to resolve cases of academic dishonesty. However, there is no automatic expulsion for acts of dishonesty, and students are not required to report other students. Moreover, all the normal precautions that faculty take when setting exams and assignments (for example, proctoring) will need to be continued.

Students are given more decision-making authority under the new Code. The Honor Council consists of 25 students who are charged with resolving cases of academic dishonesty and promoting the values of academic integrity. Faculty serve on Honor Boards. They also clearly have a very important role, for example, in telling students that they take academic dishonesty seriously and that they will report cases if they suspect them. Faculty members will be expected to serve as witnesses.

Q. What is the purpose of the Honor Pledge?

A. The pledge is designed primarily as a reminder to students about the centrally important values of academic integrity. Without a commitment to the honest pursuit of knowledge, a university

cannot survive. Every time students sign the pledge we hope that they will be reminded of this.

When students apply to Maryland, they agree to abide by the rules and policies of the university. One such policy is the Code of Academic Integrity. By signing the pledge, a student acknowledges this obligation.

Having a ritual or tradition like the signing of the pledge is a way of enforcing community standards without having to rely on punishment alone.

Q. What happens if students do not sign the pledge?

A. We are not seeking to enforce the signing of the pledge. That would defeat its central purpose which is education. However, we anticipate that as students understand what it symbolizes, they will be proud to be a part of a university that so actively promotes academic integrity and will be proud to sign the pledge.

Q. How are you going to re-teach people that it is okay to tell on someone for cheating?

A. Using the phrase "telling on someone" implies that it is a bad thing to do. It is not bad to encourage people to be honest. In the way that the new Code is structured, students have an important role in ensuring academic integrity.

This does not mean that the Council is seeking to establish a system of "spies." The Code says something that I think is obvious—that we all have a moral responsibility to report violations of the rules. This is true in a university setting just as it is in society. Not reporting cases of dishonesty is not an offense under the Code.

Q. Do you think it is going to inhibit in any way relationships students have toward each other in classes?

A. I hope not. In fact, I think precisely the opposite. If students are feeling they are all in this together, that is, they're all making honest efforts to do well in a class, they're all making honest efforts to understand and learn from the material, then I think that will only draw students together, rather than divide them.

Q. Why is the new system better?

A. There will always be an administrative function; there will always be some process for judging those cases of alleged dishonesty that come to the attention of the administration. What this new system does is it tries to reduce the number of cases of dishonesty and increase the reporting of cases that do take place. The way to do that is to get the university community to have an understanding and be aware of the system and of the importance of the values that it is designed to promote.



Snow Alert

When there is a snow emergency, you should listen to radio or watch TV to find out whether the university has decided to close.

The following are the TV channels and radio stations the university contacts when there is an announcement to **CLOSE** the university because of a snow emergency. **NO ANNOUNCEMENTS ARE MADE WHEN THE UNIVERSITY REMAINS OPEN.**

Washington area TV channels:
WJLA
WRC
WUSA
WTTG

Baltimore area TV channels:
WJZ
WMAR
WBAL

Washington area radio stations:
WMZQ
WAVA
WASH
WTOP
WRC
WMAL
WGMS
WKYS

Baltimore area radio stations:
WLIF
WBAL
WCAO

As soon as a snow emergency is decided upon, the Office of Public Information calls all of the media listed above. Although the university tries to insure that its message is used, it cannot control announcements presented on the radio or TV.

Artists' Works Going to Moscow

A work by photorealist cityscape painter Glenn Moreton will be featured in an exhibition of works by American artists at Moscow's State Tretyakov Gallery in December. Moreton's painting, "L.A. CA. '70" shows an early morning Los Angeles street scene. A 7 1/2 by 10 foot oil, "Pharoah's Key," by Patrick Craig and a 6 1/2 by 7 foot oil "Insight(folded)" by W. C. Richardson, both members of the art department faculty, also will be on exhibit in Moscow. In addition to his work as a painter, Moreton is a librarian and coordinates circulation activities for the UM Libraries.

ARTS

New Recordings Enrich the Holidays

Savvy holiday gift shoppers know that to give a personalized Maryland gift or to enhance their own collections, recordings made by members of the university community are just the thing. Several new and recent releases of College Park-related records, compact disks and tapes are out in time for holiday giving to music-lovers of all tastes.

Among them are:

Evelyn Garvey's recording, *Carl Philipp Emanuel Bach: The Complete Keyboard Fantasias*. "An extraordinary artist on her fortepiano ...an extraordinarily fine instrumental 're-creation' ...impressive drama and fabulous technique," says *Audio*. On the Elan label, #2214, the CD is available from Allegro Imports 3434 Southeast Milwaukee Ave., Portland, Oregon 97202.

You can hear clarinet duets by **Norman Heim** and alumnus Stephen Johnston on a new compact disk, *Clarinet Music of the Nineteenth Century*, a selection of major compositions by lesser-known nineteenth-century composers. Recorded for the Medici Music Press, Owensboro, Kentucky, the CD is out just this month.

For a change of pace, try *For You, For Me, Forever More*, Jazz Karma Records, on cassette and CD with **Ron Elliston** and **Ronnie Wells**; James King, bass; Mike Smith, drums; Jon Metzger, vibes;

Steve Abshire, guitar; and special guest Marshall Keyes, alto sax. Watch for *After the Lights Go Down Low*, Jazz Karma, cassette and CD with the same artists and special guest Tony Williams, alto sax, due out this month.

Don't forget the **Maryland Gospel Choir's** new offering, *Jesus Loves Me* out on tape since August. Under the direction of **Valeria Foster**, the group performs a lively selection of gospel songs and one spiritual. The tape is available through the Nyumburu Cultural Center, 314-7758, or from any choir member.

The most recent release from the **International Piano Archives at Maryland (IPAM)** is an historic reissue of Benno Moiseiwitsch playing the Beethoven Piano Concerto No.3 and the Schumann Fantasy, Op. 17 on CD. This and other important reissues are available from IPAM in the Music Library, 3210 Hornbake, telephone 405-9224.

Last, but not least, on this admittedly incomplete listing of new Maryland offerings, is the superb pair of new recordings by **Santiago Rodriguez**: one of music by Castelnuovo-Tedesco, Ginastera, and Surinach, the other of the third piano concertos of Rachmaninoff and Prokofiev. Both CDs are out on the Elan label, distributed by Koch International.

Linda Freeman



Ronnie Wells sings with the Ron Elliston Quintet in two new recordings.

Belz Examines History of Affirmative Action

In the 26 years since the passage of the landmark 1964 Civil Rights Act, legal views of what constitutes "civil rights" have changed dramatically and continue to shift, says historian Herman Belz.

Belz, professor of history, traces these changes in the definition of civil rights in his new book *Equality Transformed: A Quarter-Century of Affirmative Action*, which is being published this month by Transaction Publishers at Rutgers University. In Belz's view, civil rights legislation has been reinterpreted in such a way that its original goal—ensuring equal opportunity to all individuals—has been replaced by a desire for preferential policies that benefit designated groups based on race and gender.

"The underlying question is whether, in the long run, this [re-interpretation] is sound policy toward the creation of equality," Belz says.

In the book, Belz, a Constitutional historian who has written extensively about civil rights in the Civil War and Reconstruction eras, tracks the recent history of civil rights legislation through important Supreme Court decisions. He focuses primarily on decisions that deal with employment issues.

According to Belz, early civil rights efforts concentrated on eliminating impediments to advancement. In later years, a more activist view was taken of civil rights legislation, leading eventually to mandated minority hiring with numerical goals through affirmative action. Affirmative action was seen, in large part, as a response to past practices of discrimination that left some groups with an historically-based disadvantage in the job market.

The major step in this movement was the Supreme Court's decision in the 1971 *Griggs V. Duke Power Co.* In that case, the court ruled that statistics showing blacks under-represented in the workforce of a North Carolina power company was evidence of discrimination.

"This was a revolutionary change in meaning," Belz says.

In later decisions, the Court retreated somewhat from the *Griggs* decision, Belz says. In the 1978 *Bakke* case, a white applicant to a California medical school complained that he was rejected in favor of less qualified applicants who were selected to meet racial goals.

Bakke won his appeal, a deci-

sion that seemed a retreat from the principle established in the *Griggs* case. But the Court also restated the notion that historically-based discrimination justified race-based goals.

"In *Bakke*, the Court was trying to carry water on both shoulders," Belz says.

In subsequent decisions in cases such as the *United Steelworkers Union V. Weber* and *Fuillioe V. Klutznick*, the Court tilted more in the direction of "race-conscious affirmative action," Belz says.

In its most recent decisions, however, the Court has again shifted. Of particular importance, the Court has retreated from the idea that a statistical imbalance in a workforce is evidence of discrimination.

More than anything, Belz says, the recent Court decisions and the current conflict between Congress and President Bush over new civil rights legislation, signal that, after more than a quarter-century, the issues of civil rights and affirmative action remain far from settled.

Brian Busek

Addition

AAUW fellowship winner Chi-Kwan Ho is doing her dissertation research in the College of Education's Department of Human Development. We regret the omission of this information in the Nov. 19 *Outlook*.



Alan H. Teramura

Future Rice Yields May be Curtailed by UV Radiation, Says College Park Botanist

Continuing depletion of the Earth's ozone layer and resulting increases in ultraviolet radiation could mean that current predictions of future world rice and wheat yields may be highly overestimated, according to a recent College Park study.

Though some scientists have predicted that rice production could be up by 20 percent—owing to an expected doubling of carbon dioxide (CO₂) in the atmosphere during the next century—Alan H. Teramura, chair of the Department of Botany, says these increases in yield would be cancelled out by the damaging effects of increased ultraviolet radiation.

This finding has serious implications concerning future food supplies, because the world population is expected to expand from a present five billion people to an estimated 12 billion by the year 2100. According to some demographers, ninety percent of that population will be living in poor countries that are highly dependent on rice as their primary source of nutrition.

Ultraviolet radiation inhibits growth in some crops while CO₂ increases production. The amount of CO₂ in the atmosphere is expected to double within 100 years due to the continued burning of fossil fuels. Ultraviolet radiation at the Earth's surface is expected to increase dramatically during that same period of time as the ozone layer wears thin from the release of chlorofluorocarbons into the atmosphere.

Teramura's study is the first to

examine the combined effects of these factors on crops.

"We wanted to see if increases of CO₂ can compensate for the damaging effects of ultraviolet radiation," he says. During a four month period at Duke University's phytotron, a controlled environment facility, Teramura grew nearly 1,000 plants, 320 of each of the world's three major food crops—rice, wheat and soybean. "We grew all of the plants under exactly the same temperature and nutrition conditions, but we controlled the levels of CO₂ and UV radiation to include present levels and the levels predicted to exist in 100 years," Teramura says. As the plants grew to maturity, Teramura measured changes in growth and photosynthesis, then measured the total yield.

"We found that increases in CO₂ alone stimulated growth in all three crops by as much as 20 to 40 percent," he says. "But where we increased UV radiation simultaneously with the increased CO₂, we discovered that CO₂-elevated increases were wiped-out. There was no increase in either seed yield for rice and wheat or total biomass for rice when compared with the crops raised under present atmospheric conditions.

"With soybean, however, CO₂-induced increases in seed yield and total plant biomass were maintained or increased within the elevated CO₂-UV environment," he says.

Teramura believes that crop modelers who were expecting as

much as a 20 percent increase in yield from rice and wheat, should now factor in the ultraviolet effects expected for the future. "Models that only consider the positive effects of CO₂ increases on rice and wheat are making an overstatement of what we may expect in the future," he says.

Teramura points out also that in the tropics where the ozone layer is thinnest and rice is widely grown, ultraviolet radiation could have an even greater impact on future rice yields.

"In addition to these problems," he adds, "world-wide temperatures will increase because of the greenhouse effect. We have just begun to obtain preliminary information which suggests that rice yields may be further limited by high temperatures."

Teramura is now working on a follow-up experiment with rice plants to determine what mechanism causes UV radiation to cancel out the increased-growth effect of CO₂.

"We need to also understand the mechanism of UV resistance exhibited by some plants such as soybeans," he says. "We know the environment is changing, and we had better begin to look for ways to breed more resistant crops for future conditions."

Teramura's study, published in the journal *Plant Physiology*, was funded by a \$825,000 grant from the Environmental Protection Agency.

Fariss Samarrai

Horticulture Researcher Explores Alternative Fruits for Maryland

As Maryland's urbanization continues, farmers are squeezed by increasing land prices and development pressures. But that same urbanization, with ethnic diversification, should open new markets for alternative products from agricultural producers.

Two possible alternative fruits—New Zealand apples and Asian pears—currently are being tested for suitability to Maryland growing conditions. Chris Walsh, associate professor of horticulture, is testing promising cultivars at the Upper Marlboro Facility of the Maryland Agricultural Experiment Station (MAES), and at the Wye Research and Education Center on the Eastern Shore.

Consumer tastes are changing, Walsh says. The "hottest" apple cultivar is GALA, a hybrid of red delicious, Cox's orange Pippin and golden delicious from New Zealand. GALA has an excellent shelf life and can be picked by August, which is early in the apple season. According to Walsh, Maryland farmers could capture that important early market window, beating other producers to the market.

Walsh has raised GALA apples since the early 1980s, and he began extensive replicated cultivar and rootstock testing in Maryland in 1987 after returning from a sabbatical in New Zealand. It was there that he recognized GALA's excellent market potential.

Another pome fruit with Maryland market potential is the Asian pear. Retailing for as much as \$4 per pound, this high-value crop also produces early in the season.

Walsh began planting these pears on a limited scale in 1985 and began major cultivar testing last year. Unlike the most common varieties currently sold in the United States, these Asian pears have some genetic resistance to fire blight—a bacterial infection—and to pear psylla—a plant-eating lice.

"This is a cultivar with consumer acceptance and limited need for pesticide applications," Walsh notes.

Both the Asian pears and Pacific Rim apples are adapted to warmer climates like Maryland's, Walsh says. Every Maryland county, except Garrett, has some portion suitable for growing these fruits for

direct-market sales, he says. Currently, Walsh is testing whether these cultivars can produce marketable fruit within two years—a time span considered necessary for farmers to profit from entering the business.

Today's emphasis on limited chemical application has focused another portion of Walsh's work on discovering other methods to control vegetative growth while maximizing fruit growth. Regulated-deficit irrigation may be effective, he says. In field trials, Walsh is testing the role of water availability in limiting tree growth but maximizing fruit growth and yield.

In combination with cultivar and rootstock trials, these experiments should result in smaller, manageable trees more suitable for farmers, orchardists and homeowners, Walsh says.

Kevin Miller
MAES Science Editor



Free Family Therapy Offered

Beginning in February, advanced doctoral students in the Department of Psychology will offer families up to twelve sessions of free therapy on Monday evenings during the spring semester. While there is no charge for the therapy, it is required that entire families attend the sessions. Call Clara Hill at 405-5911 for information.

F.Y.I.

Equity at College Park—Continued

On Nov. 12 *Outlook* printed excerpts of an address President William E. Kirwan made to the 1990 campus-wide Equity Conference on Oct. 19. Lack of space in that issue prevented the printing of his remarks in their entirety. Because the topic is of such vital importance to the university community, *Outlook* is now presenting some other sections of the talk.

...Originally, the campus' efforts at diversity were tied to desegregation and affirmative action mandates. Fortunately, we have moved beyond these externally imposed requirements. Our efforts now are internally generated and based on genuine commitment by many people....

...In a recent book, entitled *Content of Our Character*, Shelby Steele

says that the root of racial disharmony in the United States is that—too often—whites and blacks hold two views on race issues—a public view and a personal view. Unfortunately, when we come together, we only discuss our public views, never our personal views.

I submit that if individually we are not publicly and privately committed to creating this environment for diversity, we will fail. Thus, I believe that administrators who do not have a *private* as well as a public commitment to this goal have an obligation to relinquish their positions of responsibility.

How do we go about creating an environment for diversity? It will require much of all of us. At the core, however, is the need to develop a greater awareness of impediments to diversity. We must individually develop a mindset that causes each of us to think how our

decisions and actions will affect our goals for diversity. When we put together workshops, panels and programs, we must be careful to draw upon the richness of our entire community. When we speak and write for public consumption, we need to be mindful of the effect our words will have on others. When we make decisions about resource allocations, we must think through how these decisions will affect our commitment to diversity. When we meet to discuss issues of diversity, we must learn to speak openly and honestly about our concerns, hopes and aspirations. In short, to achieve an environment for diversity we, as a community, must reach a point where our private and public views on diversity are one and the same....

Mark Your Calendar

Public Hearing on Campus Senate Committees and Procedures—Tuesday, Dec. 4, 1-3 p.m., Room 1137, Stamp Student Union. This will be a public hearing on Recommendations 3-11 of the *Report of the Ad Hoc Committee on Faculty Governance*, which are concerned with the membership of Campus Senate and all other campus-wide advisory committees and with the reviewing of Campus Senate operations, workloads, resources, schedules and committee functions. Call the Campus Senate office, 405-5805 for information.

Campus Senate Meeting—Thursday, Dec. 6, 3:30 to 6:30 p.m., Room 0126, Reckord Armory. Featured speaker H. Joanne Harrar, Director of Libraries, will discuss the upcoming McKeldin Library move and other Libraries developments. Also on the senate agenda are: a report on the reorganization of the Department of Physics and Astronomy into two departments; a motion to amend Section 3 of the

Code of Academic Integrity; a new version of the Student Honor Statement; information reports from the Task Force to Review Campus Senate Committees and Procedures and the Ad Hoc Committee on Faculty Grievance Procedures; and a progress report on the Survey to Identify Impediments to Research. For information, call 405-5805.

Prospective Applicant Information Meetings for 1991-92 Lilly Teaching Fellowships—Wednesday, Dec. 12 and Monday, Jan. 28, both at 4 p.m. in Room 1115 Hornbake Library. Kathryn Mohrman, dean of Undergraduate Studies (405-9354), and Maynard Mack Jr., associate professor of English (405-3794), co-directors of the Lilly program, are eager to talk with faculty considering application. All untenured faculty in their first through fifth year are eligible to apply. This will be the third and final year of the three-year program sponsored by the Lilly Endowment to encourage undergraduate teaching on major

research campuses. Feb. 11, 1991 is the application deadline.

Martin Luther King Jr. Birthday Celebration—Tuesday, Jan. 15 from 12:30 to 2 p.m., Stamp Union. The annual event to commemorate the birthday of Martin Luther King Jr. is sponsored by the Office of Campus Activities and organized by a committee of faculty and staff. Call Campus Activities at 314-7174 for details.



Letter to the Editor

I was gratified to see your announcement of an upcoming faculty dance concert (see *Outlook* 11/5/90). However, my pleasure turned to displeasure when I noticed that your article failed to mention staff and students who are also participating in this concert.

Normally, I do not search journals for nits to pick, but this omission seems characteristic of an attitude of elitism on this campus. There is the impression, on the part of some campus citizens, that only faculty and senior administrative staff make socially enriching contributions to campus life. Classified and para-professional staff are viewed as menials. They are merely "nine-to-fivers" who do what

they are told and little more.

It might surprise your editorial personnel to know that many classified staff members hold advanced degrees, or are pursuing them. That we paint and sculpt and dance and write. That we serve as community volunteers. That we contribute to the society at large.

This letter is not meant as the first volley in a university class war. I am just making an appeal to the sense of fairness which I trust resides in us all. If we wish to build a spirit of community amongst the staff and faculty, then we must be willing to acknowledge and to praise the talents of all campus citizens, no matter how great or how small.

Your journal could help foster that campus spirit, if it would demonstrate a more evenhanded approach to faculty and staff contributions.

Oliver Cutshaw
Classified Staff Member
McKeldin Library

We agree that classified staff are the very life-support of the university. We try, whenever possible, to let the campus community know of the many contributions of classified staff. Please send us your ideas for stories.

Editor

CALENDAR

DECEMBER 3-JANUARY 31, 1991

3 MONDAY

Art Gallery Exhibition: "The 41 Etchings Drypoints of Richard Diebenkorn," today-Dec. 20, The Art Gallery, Art/Soc. Call 5-2763 for info.

Stamp Student Union Clothing Drive: "Drop it off at the Hoff," today-Dec. 21, Hoff Theatre, Stamp Student Union. Call 4-8618 for info.

Women's Commission Meeting, noon-1:30 p.m., 2105 Main Administration. Call 5-5806 for info.

Counseling Center Workshop: "Managing Exam Anxiety," 2-3 p.m., 2201 Shoemaker. Call 4-7693 for info.

Guarneri String Quartet Open Rehearsal, featuring violinist Michael Tree, cellist David Soyer, soprano Linda Mabbs, and pianist Robert McCoy, 7 p.m., Tawes Recital Hall. Call 5-5548 for info.

Crossroads in Film, Cinema by and about Peoples of the African Diaspora, *Le Ronde des Vodun*, 7 p.m., 2203 Art/Soc. Call 5-3809 for info.

4 TUESDAY

Employee Development Seminar: "Leadership and Motivation for Supervisors," today and tomorrow, 9 a.m.-4 p.m., 1105 Adult Education Center. Call 5-5651 for info.

Microsoft Corporation "Windows Showcase," in collaboration with Computer Science Center, 10:30 a.m.-5 p.m., Prince George's Room, Stamp Student Union. Call 654-0032 for info.

Zoology Lecture: "Relationship of the Breeding System to Conservation and Restoration in the Lakeside Daisy," Marcella M. Demauro, Forest Preserve District of Will County, Joliet, Ill., noon, 1208 Zoo/Psych. Call 5-for info.

Music Department Student Honors Recital, 12:30 p.m., Tawes Recital Hall. Call 5-5548 for info.

Writers Here and Now Reading, Stanley Kunitz, poet, 3:30 p.m., 3101 McKeldin Library (Katherine Anne Porter Room). Call 5-3819 for info.

Physics Colloquium: "Fluctuations in Fluids far from Equilibrium," Jan Sengers, Institute for Physical Science and Technology, 4 p.m., tea reception, 3:30 p.m., 1410 Physics. Call 5-5980 for info.

Public Affairs Lecture: "Possibilities for Cooperation: The Environment," Peter G. Brown, Public Affairs, 7:30 p.m., Center for Advanced Research in Biotechnology, Shady Grove. Call 5-6342 for info.

Movie: *Dick Tracy*. Call 4-Hoff for info.

University Theatre: *Agnes of God*, today-Dec. 8, 8 p.m., matinee, Dec. 9, 2 p.m., Pugliese Theatre. Call 5-2201 for info.

5 WEDNESDAY

Art Center 18th Annual Holiday Craft Fair, featuring handmade jewelry, pottery, weaving, wood carving, clothing, stained glass, etc., today-Dec. 7, 10 a.m.-5:30 p.m., Grand Ballroom, Stamp Student Union. Call 4-ARTS for info.

Instructional Television System Symposium: "User Interface Strategies '91," a live, interactive satellite broadcast, 11 a.m.-5 p.m. Call 5-4905 for info.

Counseling Center Research and Development Meeting: "The Future of Residence Halls in the 1990s," Patricia Mielke, Resident Life, noon-1 p.m., 0106-0114 Shoemaker. Call 4-7691 for info.

History Department "Lunch Bag Talk": "Space and Time in the Eighteenth-Century French Provincial Press," J.R. Censer, George Mason U., noon, 2119 Francis Scott Key. Call 5-4265 for info.

Faculty Seminar: "Violence Prevention: Interrupted Time Series Experiments on Gun Control," Colin Loftin and David McDowall, Institute of Criminology and Criminal Science, noon-1:30 p.m. (bring lunch), 2141 Tydings hall. Call 5-1680 for info.

Campus Club Holiday Luncheon, honoring Mrs. Patricia Kirwan, music by U. of Maryland Gospel Choir, noon, Colony Ballroom, Stamp Student Union. Call 277-0288 for reservations.

Poetry Reading, featuring work by MFA in creative writing students, 5 p.m., Katherine Anne Porter Room, McKeldin Library. Call 5-3842 for info.

Women's Basketball vs. Temple, 7:30 p.m., Cole Field House. Call 4-7064 for info.

United Campus Ministry Interdenominational Advent Service, liturgical dance and instrumentalists, 7:30 p.m., Memorial Chapel. Call 5-8450 for info.

Movie: *Dick Tracy*. Call 4-Hoff for info.

University Theatre: *Agnes of God*, 8 p.m., Pugliese Theatre. See December 4 for details.

6 THURSDAY

Center for Quality and Productivity Fifth Annual Conference: "Total Quality: Moving Beyond Awareness," 9 a.m.-4:30 p.m., Maritime Institute, Linthicum Heights. Call 80-4535 for info.

Employee Development Seminar: "Understanding FAS," 9 a.m.-noon, Maryland Room, Marie Mount. Call 5-5651 for info.

Computer Science Center Lecture: "The Changing Players in Campus Computing," Brian L. Hawkins, Brown U., 1:30-3 p.m., 2205 LeFrak. Call 5-2950 for info.

Meteorology Seminar: "The Simulation of Inter-Annual Variability," David Straus, Meteorology, 3:30 p.m., refreshments, 3 p.m., 2114 Computer and Space Sciences. Call 5-5392 for info.

Campus Senate Meeting, 3:30-6:30 p.m., 1026 Reckord Armory. Call 5-5805 for info.

Committee on the History and Philosophy of Science Lecture: "Positive Causal Impact in Probabilistic Causation," Igal Kwart, Hebrew U., Jerusalem, 4 p.m., 2324 Computer and Space Sciences. Call 5-5691 for info.

Movie: *Dick Tracy*. Call 4-Hoff for info.

Greater Washington Solid State Physics Colloquium: "Structural Phase Transformations and Superconductivity in Doped La₂CuO₄," J.D. Axe, Brookhaven National Lab., 8 p.m., 1410 Physics. Call 5-6142 for info.

Maryland Opera Studio Performance: *Comedy on the Bridge*, by Bohuslav Martinu and *Maria Elena*, by Thomas Pasatieri, Rhoda Levine, director; William Hudson, conductor, 8 p.m., Tawes Recital Hall. Call 5-5548 for info.

University Theatre: *Agnes of God*, 8 p.m., Pugliese Theatre. See December 4 for details.

7 FRIDAY

Speech Communication Colloquium: "Personal Involvement, Persuasion, and Environmental Risk," Sharon Hammond, Speech Communication, noon, 0138 Tawes. Call 5-6524 for info.



Maryland Gospel Choir Winter Concert, 7:30 p.m., Colony Ballroom, Stamp Student Union. Call 4-7758 for info.

University Theatre: *Agnes of God*, 8 p.m., Pugliese Theatre. See December 4 for details.

Movies: *Dick Tracy* and *Santa Sangre*. Call 4-Hoff for info.

8 SATURDAY

Stamp Student Union Children's Day, art lessons, bowling discounts, movie, and concert by Barry Louis Polisar, 10 a.m.-3 p.m., Stamp Student Union. Call 4-8618 for info.

Maryland University Club Holiday Fashion Bazaar, featuring holiday accessories, gifts, and knit-wear, 11 a.m.-3 p.m., Rossborough Inn, reservations required. Call 4-8015 for info.

Swim Meet: Maryland vs. West Virginia, 1 p.m., Cole Field House Pool. Call 4-7064 for info.

Movies: *Dick Tracy* and *Santa Sangre*. Call 4-Hoff for info.

Maryland Opera Studio Performance: (Artist Scholarship Benefit Concert), *Comedy on the Bridge*, by Bohuslav Martinu and *Maria Elena*, by Thomas Pasatieri, Rhoda Levine, director; William Hudson, conductor, 8 p.m., Tawes Recital Hall. Call 5-5548 for info.

University Theatre: *Agnes of God*, 8 p.m., Pugliese Theatre. See December 4 for details.

9 SUNDAY

University Theatre: *Agnes of God*, 2 p.m., Pugliese Theatre. See December 4 for details.

"M" Club 40th Annual Sports Awards Banquet, reception, 5 p.m., dinner, 6:15 p.m., Center of Adult Education. Call 4-7015 for info.

Movie: *Dick Tracy*. Call 4-Hoff for info.

10 MONDAY

Gov. Commission on Black Males: "Economic Plight of Black Males," actor Charles Dutton, 9 a.m., Maryland Room, Marie Mount. Call x5-4622 for info.

Center for International Extension Development Colloquium: "Agricultural Extension Services in Eastern Europe," Vivan M. Jennings, USDA, noon (bring lunch), 0115 Symons. Call 5-1253 for info.

Counseling Center Workshop: "End of the Semester Survival Skills," 2-3 p.m., 2201 Shoemaker. Call 4-7693 for info.

Meteorology Seminar: "The Main Components of the Annual Cycle in Middle and High Altitudes," Harry Van Loon, ENCAR, Boulder, Colorado, 3:30 p.m., refreshments, 3 p.m., 2114 Computer and Space Sciences. Call 5-5392 for info.

Space Science Seminar: "Magnetohydrodynamics of Systems with Large Larmor Radius," Adil Hassam, Astronomy, 4:30 p.m., 1113 Computer and Space Sciences. Call 5-4829 for info.

11 TUESDAY

Last Day of Classes

Zoology Lecture: "Evolution of Displays in Bower Birds," Gerry Borgia, Zoology, noon, 1208 Zoo/Psych. Call 5-6942 for info.

University of Maryland Choral Christmas Concert, Roger Folstrum, conductor, 8 p.m., Memorial Chapel. Call 5-5548 for info.

Men's Basketball vs. California-Irvine, 7:30 p.m., Cole Field House. Call 4-7064 for info.

13 THURSDAY

Computer Science Center & Cray Research Demonstration: "Network Supercomputing in the 90s," series of two-hour presentations today, 9 a.m.-4 p.m. and tomorrow, 9 a.m.-1 p.m., 4352 Computer and Space Sciences. Call 5-2950 for info.

Meteorology Seminar: "Exchange Between the Atmosphere and the Surface: Magic and Myths of Micrometeorology," Bruce Hicks, Air Resources Laboratory, Silver Spring, 3:30 p.m., refreshments, 3 p.m., 2114 Computer and Space Sciences. Call 5-5392 for info.

21 FRIDAY

Maryland Boy Choir, 8 p.m., Memorial Chapel. Call 5-5548 for info.

Fall 1990 Commencement: Convocation, 9:30 a.m., Tawes Theatre, specific college or school ceremonies, 11:30 a.m., 1 and 2 p.m., various locations. Call 5-4621 for info.

22 SATURDAY

Holiday Recess: campus closed

Men's Basketball vs. Lafayette, 1 p.m., Cole Field House. Call 4-7064 for info.

1 TUESDAY

Women's Basketball vs. Coppin State, 7:30 p.m., Cole Field House. Call 4-7064 for info.

4 FRIDAY

Women's Basketball vs. Old Dominion, 7:30 p.m., Cole Field House. Call 4-7064 for info.

5 SATURDAY

Men's Basketball vs. Clemson, 1 p.m., Cole Field House. Call 4-7064 for info.

7 MONDAY

Men's Basketball vs. Maryland-Baltimore County, 7:30 p.m., Cole Field House. Call 4-7064 for info.

10 THURSDAY

"Physics is Phun" Lecture/Demonstration: "Applications of Atomic and Nuclear Physics to a Few 20th Century Problems," today-Jan. 12, 7:30-8:45 p.m., 1410 and 1412 Physics Lecture Halls. Call 5-5994 for info.

12 SATURDAY

Men's Basketball vs. Duke, 1 p.m., Cole Field House. Call 4-7064 for info.

16 WEDNESDAY

Men's Basketball vs. Virginia, 7:30 p.m., Cole Field House. Call 4-7064 for info.

18 FRIDAY

Women's Commission Meeting, all-day retreat. Call 5-5806 for info.

22 TUESDAY

First day of spring classes

Men's Basketball vs. Boston University, 7:30 p.m., Cole Field House. Call 4-7064 for info.

26 SATURDAY

Men's Basketball vs. N.C. State, 1 p.m., Cole Field House. Call 4-7064 for info.

Women's Basketball vs. N.C. State, time TBA, Cole Field House. Call 4-7064 for info.

27 SUNDAY

Film Showing, to honor Mozart's bicentennial, Ingmar Bergman's *The Magic Flute*, 3 p.m., 0220 Jimenez, discussion to follow. Call 5-5548 to reserve coupons.

29 TUESDAY

Women's Basketball vs. Penn State, 5:15 p.m., Cole Field House. Call 4-7064 for info.

Men's Basketball vs. American, 7:30 p.m., Cole Field House. Call 4-7064 for info.

* Admission charge for this event. All others are free.